



UBAYA  
UNIVERSITAS SURABAYA

FBE  
KNOWLEDGE WISDOM INTEGRITY

School of  
MANAGEMENT  
UNIVERSITAS SURABAYA

19<sup>th</sup> INSYMA  
International Symposium on  
Management

# CERTIFICATE OF ATTENDANCE

*This is to certify that:*

## AGUS ZAINUL ARIFIN

as Presenter

KHAIRINA NATSIR

HERIE DARMAWAN

MADE SETINI

In the 19<sup>th</sup> International Annual Symposium on Management held by School of Management Faculty of Business and Economics Universitas Surabaya (UBAYA) on Bali 19-20 th 2022

Head of Departement  
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The 19<sup>th</sup> International Annual  
Symposium on Management



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